

How to Use the IT Staff Augmentation Full Service Contract

Contract #: ITS53StaffAugCat1 Contract Duration: 07/01/2013 to 06/30/2016
 MMARS #: ITS53StaffAugCat1* Options to renew: No options available
 Contract Manager: Marge MacEvitt - 617-720-3121 – marge.macevitt@state.ma.us
 Last change date: 2/14/2014

Temporary “Posting” Process 3/01/2014 – 3/23/2014

During the above time period, while Comm-PASS is being transitioned to OSD’s new procurement system, COMMBUYS, the requirement to post for IT Resources on Comm-PASS will be replaced by a requirement to email all fifteen of the IT Staff Augmentation Category 1 vendors. This can be done by pasting the email addresses below into the “To” line of your email:

mkarani@askstaffing.com; pmcnamara@atlantica.com;
 colleen.oconnor@avidtr.com; brian.tomasello@avidtr.com;
 LTHOMAS@BEACONHILLSTAFFING.COM; cparziale@eliassen.com;
 rromano@eliassen.com; gary.cavanaugh@experis.com;
 noah.goodwin@insightglobal.net; giselle.lorenzetti@insightglobal.net;
 kmccann@kforce.com; Don.Pescione@modis.com; patrick.branagan@nttdata.com;
 lmoraski@peopleserveinc.com; brendan.farrand@randstadusa.com;
 Jim.cogliano@sullivancogliano.com; jcataldo@teksystems.com; dsmith@tcml.com;
 baugusta@tcml.com; marge.macevitt@state.ma.us

Note that I’ve added my name to the email address list, so there will be documentation during this period regarding the number of “postings.”

The “Subject” line of the email must be the same as the format for the Document Number on Comm-PASS:

ITS53_JobAbbreviation_CommonwealthAgencyAbbreviation_Sequence Number

Add the deadline (date and time) for responses as the first line of the email

Attach the completed Posting Template to the email

Notify vendors via email when the candidate has been selected.

Except for the above, the directions for using this contract are the same as they were under Comm-PASS.

Contract Summary

This contract is for “full service” placements of temporary IT staff (“Resources”), where Commonwealth Agencies post job requirements and the ITS53 Vendors submit candidate resumes for consideration by the Commonwealth Agency. If your Agency has recruited a Resource on its own, use Contract ITS53StaffAug2a or ITS53StaffAug2b.

Please see “[Locating Documents on Comm-PASS](#)” to find the documents referenced in this Guide.

Benefits and Cost Savings

- Competition for every placement results in good rates
- Fifteen vendors available to recruit and provide candidates

Who Can Use This Contract?

Applicable Procurement Law: MGL c. 7, § 22; c. 30, § 51, § 52; 801 CMR 21.00

Eligible Entities:

01. Cities, towns, districts, counties and other political subdivisions
02. Executive, Legislative and Judicial Branches, including all Departments and elected offices therein;
03. Independent public authorities, commissions and quasi-public agencies
04. Local public libraries, public school districts and charter schools;
05. Public Hospitals, owned by the Commonwealth;
06. Public institutions of high education
07. Public purchasing cooperatives;
08. Non-profit, UFR-certified organizations that are doing business with the Commonwealth;
09. Other states and territories with no prior approval by the State Purchasing Agent required; and
10. Other entities when designated in writing by the State Purchasing Agent.

Pricing and Acquisition Methods

Pricing

A “[Rate Card](#),” updated periodically, determines the maximum rates which Vendors can charge for particular job titles. Rate Card 5 applies to Executive Department agencies. All other Commonwealth Agencies may use Rate Card 3.

If an Agency does not receive satisfactory resumes using the Maximum Rate Card rates and wishes to post at a higher rate, they may petition Ellen Wright (ellen.wright@state.ma.us), the designee of the Commonwealth’s Chief Information Officer, for a variance from the Rate Card.

Rate Reductions: All ITS53 Vendors must provide a 2% rate reduction on the hourly rate for any Resource placed with the same Commonwealth Agency under ITS53 for more than 1,800 hours, with the exception of **Insight Global and TEKSystems**, who offer a 1% reduction. If the rate reduction is not taken automatically, remind the Vendor to reduce the next invoice accordingly. Note: The rate reduction does not apply to Resource obtained under ITS43 whose rates were reduced under that contract.

Prompt Pay Discounts: Ten out of the fifteen vendors offer a 5% Prompt Pay Discount for payments made within 30 days. Please see the [Vendors](#) listing for Prompt Pay Discounts by Vendor.

Acquisition Methods

Services will be obtained on a time and materials basis only. Travel may be paid only with the prior written consent of the Commonwealth Agency.

How to Use this Contract

There are three steps for obtaining IT Resources under this Contract, explained in more detail [below](#):

1. Post the job on Comm-PASS and select a candidate from the resumes submitted. Comm-PASS posting is required for all positions to be filled under this contract. If your agency has not had Comm-PASS training, email the Comm-PASS Help Desk at comm-pass@state.ma.us.
2. Notify the Vendors that a candidate has been selected and sign an agreement with the selected Vendor.
3. “On-board” the Resource (obtain forms needed before the Resource can start work).

Posting the job and choosing a Resource

1. Select a job title from the applicable Rate Card. If you cannot find a job title that is an exact match with your requirements, choose the closest match and add additional qualifications (i.e., years of experience with specific tools).
2. Review the Posting Template and the Posting Instructions. The Posting Template is partly prefilled. There are several decisions you will need to make when completing it – for example, whether face-to-face interviews are needed, and whether you wish to be able to select a candidate before the deadline for resume submission. The Posting Template is a “Solicitation” on Comm-PASS that can be copied and used as the basis for your posting. See “[Locating Documents on Comm-PASS](#)” to locate the Posting Template and Posting Instructions. Vendors will submit resumes via email.
3. Tips to keep in mind:
 - Check the “[Vendors](#)” listing to be sure that Vendors are eligible to submit resumes. Vendors who have been suspended will be flagged on the Vendors listing.
 - Choose a candidate as quickly as possible. Candidates with skills that are in high demand may only remain available for a short time.
 - Check for duplicate resumes submitted by different vendors. You may decide which vendor’s submission to accept based on submission date, bill rate, or other factors, or you may decide not to accept any submission.
 - “Tell your story” in describing the job requirements. Recruiters may attract better candidates if a project sounds interesting or uses cutting edge technology.
 - When posting a position that is “hard to fill,” or has unusual requirements, it is helpful to offer a question/answer period in a format where answers can easily be shared with all Vendors. This could be a Comm-PASS Forum, or a short teleconference for the purpose of answering bidder questions more interactively.

- Indicate how long the job is expected to last. If you post a job for three months (for example, based on funding or the end of the fiscal year), but expect it to continue for the duration of a project, mention the possibility of a more extended engagement.
- You may request that the Vendor include the Resource's planned "pay rate" along with the proposed bill rate.
- Vendors have been told to indicate, for each candidate, whether the Resource is presently working for a Commonwealth Agency. You may contact the Commonwealth Agency for a reference.

Notify Vendors and Sign an Agreement

1. Notify the vendor whose candidate you have selected
2. Notify all other vendors that their candidate was not selected, via email or by changing the Solicitation Status on Comm-PASS to "Closed-awarded" or "Closed-cancelled." If the Comm-PASS posting will not be done within one day of the decision, Vendors must be notified by email. If possible, provide feedback about the candidates you did not select to help the Vendors to submit more satisfactory candidates in the future.
3. Sign an agreement with the selected Vendor. A Statement of Work (SOW) template is posted on Comm-PASS. You may use your own Agency's agreement, but be sure to cover all elements of the SOW template.
4. Encumber funds in MMARS, or the financial system your Agency uses, prior to the start date.

"On Board" the Resource

I-9 Form: Agencies may request copies of the I-9 (Employment Eligibility Verification) form from the ITS53 Vendor for all new placements, prior to the Resource's first day of work. If the form is requested, Agencies must review the area of the form on the right hand side of the page, about one third of the way down, beginning: "I attest, under penalty of perjury..." If the box for "An alien authorized to work..." is checked, be sure that the authorization is current based on the expiration date.

Resources with H1-B Visas: The Department of Labor requires (20 CFR 655.734) the filing of a labor condition application (LCA) and a posting of a notice of the LCA filing for Resources with H1-B visas. The requirement can be met by Commonwealth Agencies by posting a copy of the notice, which the ITS53 Vendor will supply, at the Resource's work site, in two conspicuous locations, for a period of ten days.

Representations by Resources Form: This form, found on Comm-PASS under the "Forms & Terms" tab, must be signed by all Resources on or before their first day of work.

ITS53 Employee Certification Form: The Resource must bring this form to work on his/her first day (if not submitted previously). The form must be kept in the procurement file. A copy of the form is located under the Forms & Terms tab of the contract.

The "Resource Employer" is not necessarily the same as the ITS53 Vendor, whose name will appear near the bottom of the form. The answers to Questions 1, 2, 4, 5 and 7 must be "Yes." If the answer to Question 3 is "No," the form must indicate that the Vendor

qualifies for an exemption, or a copy of a completed [HIRD](#) form (the Health Insurance Responsibility Disclosure form that employers must have on file if the employee has declined to participate in the employer's sponsored health insurance plan or pre-tax purchasing program) must be attached. Regarding Question 6, if the Resource Employer is a single member LLC, the LLC must be at least six months old as of the date the Resource reports for work, and the Resource must have provided services outside of a Statewide Staff Augmentation Contract.

During the Resource's Engagement

Request copies of W-2s for Resources working at your Agency, on or about May 1 of each year, and keep it in the procurement file.

Request a rate reduction after the Resource has been with your Agency for 1,800 hours. See [Rate Reductions](#) for details.

Additional Caveats and Benefits

- After a Resource has been working for your Agency for three months or more (exception: for Insight Global, six months or more), **you may offer the Resource a position with your Agency** as a regular employee or a "Contract Employee," provided that the Resource is not working under an H1B visa. However, you **may not** encourage the Resource to leave their ITS53 employer and go to work for another company, such as "Low Overhead" vendor or other third party.
- Vendors must absorb the cost of **background checks** (if requested by your Agency), even if your Agency has special requirements (i.e., a child care agency may have specific requirements pertaining to child abuse or neglect). Background checks may include but are not limited to Massachusetts Criminal Offender Record Information (CORI) checks.
- If the Vendor is not the Resource's direct employer, you have the right to request and receive a **copy of the subcontract**.
- **Do not** post a job on Monster.com or other job boards until you have given the ITS53 Full Service Vendors an opportunity to find a candidate for you. Above all, do not post the position elsewhere while it is posted for responses from the ITS53 vendors.
- **Do not** provide advance notice of postings before they are posted on Comm-PASS. All Vendors should have an equal opportunity to respond to a posting.

Additional Information

Continuing a Resource's Engagement after the end of ITS53

Before the end of the Contract (7/1/2016), you may extend the term of your Agreement for a Resource or group of Resources for up to three years from the date you sign the extension. After ITS53 ends, the end date your Agreement cannot be extended further, and the bill rate cannot be increased. No new Agreements may be executed after ITS53 has expired.

Contract termination or suspension of a Vendor from new business under ITS53 does not automatically terminate any Agreements you have in place with that Vendor.

Locating Documents on Comm-PASS

All of the following documents are found on the “Forms & Terms” page of the Contract on Comm-PASS:

- Rate Cards 3 and 5
- Representations by Resources
- ITS53 Employee Certification Form
- Comm-PASS Posting Instructions
- Agreement Template
- ITS53 RFR (incorporating all amendments)

To locate these documents:

1. Go to www.comm-pass.com
2. Select “Search for a Contract” (link near bottom left of page)
3. Check the “For Statewide Contract” box
4. Enter ITS53StaffAugCat1 as the “Document Number” and select “Search”
5. Select the new link that appears toward the top of the page: “There are 1 Contracts(s) found that match your search criteria.”
6. Select the eyeglasses icon under “View.”
7. Select the “Forms & Terms” tab

The “Posting Template” is on Comm-PASS as a “Solicitation” for you to copy as the basis for your own posting. To locate it:

1. Go to www.comm-pass.com
2. Select “Search for a Solicitation” (link near bottom left of page)
3. Enter ITS53_job as the “Document Number” and select “Search”
4. Select the new link that appears toward the top of the page: “There are x Solicitation(s) found that match your search criteria.”
5. Select the eyeglasses icon under “View” for the first document shown (“Amendment Deadline 06/24/2013”).

Strategic Sourcing Services Team Members

| | |
|-----------------|---|
| Brian Boyd | Executive Office of Labor and Workforce Development |
| Dave Wessman | Health Care Finance |
| Delita Diggs | Mass. Bay Transit Authority |
| Ellen Wright | Information Technology Division |
| Pat Ghannam | Executive Office of Human Services |
| Rachelle Hersey | Department of Revenue |
| Rose Romagna | Executive Office of Human Services |

CONTRACT USER GUIDE

Vendors

| Bidder name | email | Telno | Small Business | MA can hire in 3 months | Rate Reduction % | PPD % 10 days | PPD % 15 days | PPD % 20 days | PPD % 30 days |
|---|---|-----------------------------------|----------------|-------------------------|------------------|---------------|---------------|---------------|---------------|
| ASK | mkarani@askstaffing.com | 678-551-6237 | N | Yes | 2% | 5 | 5 | 5 | 5 |
| Atlantic | pmcnamara@atlantica.com | 617-477-5254 | Y | Yes | 2% | 5 | 5 | 5 | 5 |
| AVID Technical Resources | colleen.oconnor@avidtr.com; brian.tomasello@avidtr.com | 617-963-1924 | Y | Yes | 2% | 5 | 5 | 5 | 5 |
| Beacon Hill | LTHOMAS@BEACONHILLSTAFFING.COM | 617-326-4077 | N | Yes | 2% | 5 | 5 | 5 | 5 |
| Eliassen Group, LLC | cparziale@eliassen.com; rromano@eliassen.com | 781-205-8122 | N | Yes | 2% | 5 | 5 | 5 | 5 |
| Experis | gary.cavanaugh@experis.com | 781-907-6310 | N | Yes | 2% | 4 | 3 | 2 | 1 |
| Insight Global LLC | noah.goodwin@insightglobal.net; giselle.lorenzetti@insightglobal.net | 404-335-7287 | N | No | 1% | 0.23 | 0.18 | 0.12 | 0 |
| Kforce Inc. | kmccann@kforce.com | 617-368-6670 | N | Yes | 2% | 5 | 5 | 5 | 5 |
| Modis, Inc. | Don.Pescione@modis.com | 781-262-5023 | N | Yes | 2% | 5 | 5 | 5 | 5 |
| NTT DATA, Inc. | patrick.branagan@nttdata.com | 781-347-9393 | N | Yes | 2% | 5 | 5 | 5 | 5 |
| PeopleServe, Inc. | Imoraski@peopleserveinc.com | 617-469-9779 | Y | Yes | 2% | 5 | 5 | 5 | 5 |
| Randstad Professionals US, LP dba Randstad Technologies | brendan.farrand@randstadusa.com | 617-482-5200 x 5313 | N | Yes | 2% | 5 | 4 | 3 | 3 |
| Sullivan Cogliano Designers | Jim.cogliano@sullivancogliano.com | 781-672-2757 | N | Yes | 2% | 5 | 5 | 5 | 5 |
| TEKsystems | jcataldo@teksystems.com | 508-766-3159 | N | Yes | 1% | 2 | 1 | 1 | 0 |
| The Computer Merchant, Ltd. | dsmith@tcml.com; baugusta@tcml.com | 781-709-4335, 781-878-1070 x 4304 | N | Yes | 2% | 5 | 4 | 3 | 2 |